DOCUMENT RESUME

ED 158 212 CG 012 807

AUTHOR	Costick, Rita M., Comp.; And Others
TITLE	Nonsexist Career Counseling for Women: Annotated Selected References and Resources. Part I.
INSTITUTION	Far West Lab. for Educational Research and Development, San Francisco, Calif.
SPONS AGENCY	Office of Education (DHEW), Washington, D.C.
PUB DATE	31 Jan 78
CONTRACT	300-77-0535
NOTE	31p.; For related document see CG 012 808
EDRS PRICE	MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS	Annotated Bibliographies; Career Choice; Counselor Training; *Educational Resources; *Females; *Feminism; Minority Groups; Occupational Aspiration; *Sex Fairness; Sex Stereotypes; *Vocational Counseling; *Womens Education

ABSTRACT

This two-part bibliography on nonsexist career counseling for women is designed to provide resources for counselors, counselor educators, teachers, and others desiring to facilitate positive, nonstereotyped career awareness and development of women at secondary and postsecondary educational levels. Adolescent and adult women seeking career counseling resources should also find specific sections useful. The materials were selected primarily for their direct relevance to women's educational equity in the realm of career counseling, for their recency, and for their accessibility to potential users. The first part, presented here, contains information on counselor training and professional development, counseling resources, career interest measurements, and minority women. The section on minority women is primarily a compilation of the entries related to minority women found in other sections throughout the two-part bibliography on career counseling. (Author)

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WEECN
WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK

NONSEXIST CAREER COUNSELING FOR WOMEN: ANNOTATED SELECTED REFERENCES AND RESOURCES

Part I

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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BIBLIOGRAPHY SERIES: 3

NONSEXIST CAREER COUNSELING FOR WOMEN: ANNOTATED SELECTED REFERENCES AND RESOURCES Part I

Compiled by Rita M. Costick, Fran Hereth, and Kathy Cirksena

January 31, 1978

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Joseph A. Califano, Jr., Secretary
Mary E. Berry, Assistant Secretary for Education
Office of Education
Ernest L. Boyer, Commissioner

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK
Sponsored by the U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE/Office of Education
Under the Auspices of the Women's Educational Equity Act
Operated by FAR WEST LABORATORY FOR EDUCATIONAL RESEARCH AND DEVELOPMENT
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This project has been funded with Federal funds from the Department of Health, Education, and Welfare, United States Office of Education, Women's Educational Equity Act Program, under contract number 300-77-0535. The contents of this publication do not necessarily reflect the views or policies of the United States Office of Education, the Department of Health, Education, and Welfare; nor does mention of trade names, commercial products or organizations imply endorsement by the United States Government. Materials may be reproduced without permission, but credit would be appreciated.

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If you would like to know more about WEECN, please write to us.

—Matilda Butler, Director

CONTENTS

Introduction v

Counselor Training/Professional Development: Research, Models, Strategies, and Techniques in Career Counseling for Women 1

- Research 1
- Models 3
- Strategies and Techniques 4

Resources for Nonsexist Career Counseling 7

- Bibliographies 7
  - General 7
  - Career Education/Counseling 7
  - Employment 8
  - Nontraditional Occupations/Vocational Education ... 10
- Resource Publications 11
  - College/Career Guides 11
  - Directories/Listings 12
  - Curriculum Materials 13

Measuring Women's Career Interest 15

- Overviews 15
- Research Utilizing Individual Test Instruments 16
- Guidelines for Nonsexist Use of Career Interest Measures 18

Career Counseling and Minority Women 19

- Career Education/Training Programs 19
- Counseling Resources 19
- Occupational Interest/Aspiration/Choice 21
- Professional/Occupational Involvement 22

ERIC Order Form 25

WEECN Publications ..... *Inside Back Cover*

INTRODUCTION

Women's place is "every place."

The importance of sex fair counseling for both females and males is critical to the individual exploration and fulfillment of career interest, aspiration, and choice. The freedom to pursue one's own life direction is maximized by the positive attitude of counselors, teachers, family members, and self, allowing each woman to expand and realize her unique potential beyond preexisting stereotypes and outlines for what and who she should become.

This two-part bibliography on nonsexist career counseling for women is designed to provide resources for counselors, counselor educators, teachers, and others desiring to facilitate the positive, nonstereotyped career awareness and development of women at secondary and postsecondary educational levels. Adolescent and adult women seeking career counseling resources should also find specific sections useful. The materials were selected primarily for their direct relevance to women's educational equity in the realm of career counseling, for their recency, and for their accessibility to potential users. Many of the entries were reviewed and annotated by the WEECN staff; others were included solely on the basis of secondary sources (e.g., *Women's Studies Abstracts*, computer database abstracts). Emphasizing resources specifically related to women, the citations therefore do not include numerous valuable sources relevant to career counseling in general. Several significant areas in career counseling for women (e.g., counselor attitude, students' perceptions of "appropriate" career roles, the significance of sex role socialization in formulating career choices) have not been included and may be addressed in some format by a future WEECN publication.

Part I contains information on counselor training and professional development, counseling resources, career interest measurements, and minority women. The section on minority women is primarily a compilation of the entries related to minority women found in other sections throughout the two-part bibliography on career counseling. Part II includes resource guides on finding jobs, relevant to both women seeking employment and to those facilitating the search. A section on women in specific occupations and professions provides role models of women in a wide range of careers, including many nontraditional domains. The final component cites special programs in career education, vocational education, and educational administration.

Previous bibliographies in the WEECN series have focused on major resources in Women's Educational Equity and on continuing education and the reentry woman. The next two bibliographies will focus on women's educational equity related to minority women and to rural women. An information analysis product is being developed on nontraditional educational opportunities (e.g., internships, apprenticeships, training programs) for adult women.

We wish to thank Marilyn Jacobson, Career Consultant and Counselor, Mill Valley, California, and Pat Swatfager, Associate Dean of Students, Saint Mary's College, Moraga, California, for reviewing this bibliography in draft form and making valuable suggestions.

—Rita M. Costick

COUNSELOR TRAINING/ PROFESSIONAL DEVELOPMENT: RESEARCH, MODELS, STRATEGIES, AND TECHNIQUES IN CAREER COUNSELING FOR WOMEN

Research

Career Behavior of Special Groups. Theory, Research, and Practice. The Merrill Series in Career Programs

J. Steven Picou and Robert E. Campbell, eds. Merrill Publishing Co., 1975, 464 p. Available from: Charles E. Merrill Publishing Co., 1300 Alum Creek Dr., Columbus, OH 43216, $13.95. This document explores various existing theoretical, empirical, and policy issues regarding facets of the career behavior of special groups through a series of essays. The essays include three sections: "Theoretical Issues and Alternatives," presenting data, information, and alternative theoretical approaches; "Special Groups and Career Behavior," describing and analyzing the career behavior of Asian Americans, activist youth, rural blacks, physically and mentally handicapped, Native Americans, women, Mexican Americans, and rural Filipino youth; and "Manpower, Methodology, and Policy," presenting policy strategies being utilized to aid special groups in their career-related problems.

Career Guidance Materials: Implications for Women's Career Development

Louise Vetter, Davis W. Stockburger, and Christine Brose. The Center for Vocational Education, 1974, 82 p. Available from: The Center for Vocational Education, The Ohio State University, 1960 Kenny Rd., Columbus, OH 43210, $6.00. This study reports the evidence of sex-role stereotyping in post-1970 high school level career guidance materials covering more than 9,500 pages and 1,850 illustrations taken from commercial and noncommercial sources. The report offers representative stereotyped and nonstereotyped quotations from the materials and includes recommendations and the assessment instrument.

"Counseling Women: A Review of the Research"

Marylu K. McEwen. *JOURNAL OF COLLEGE STUDENT PERSONNEL*, September 1975, p. 382–386. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article examines the research support for the major recommendations and issues concerning the counseling of women. It draws conclusions and implications for counselors from the research, identifies resources, and offers suggestions for developing skills for unbiased counseling and for designing programs to enhance women's development.

Educated American Women: Life Styles and Self-Portraits

Eli Ginzberg and Associates. Columbia University Press, 1966, 418 p. Available from Columbia University Press, Columbia University, New York, NY 10027, $3.95. This volume contains two books. The first, *Life Styles of Educated Women*, explores career development of a group of educated women—women of above average intellectual ability who attended graduate or professional schools and most of whom acquired a master's or doctor's degree. The author examines career development

within the larger framework of roles as homemakers, workers and members of the community in an attempt to get at the complex career and life patterns characteristic of the majority of the women. The second book, *Educated American Women: Self Portraits*, consists of individual profiles composed from information obtained from questionnaires. A bibliography and the questionnaire used in the life style study are included.

Educational Needs of Rural Women and Girls

Kathryn F. Clarenbach. National Advisory Council on Women's Educational Programs, 1977, 71 p. Available from: National Advisory Council on Women's Educational Programs, Suite 821, 1832 M St. NW, Washington, DC 20036, free. This Council report contains highlights and recommendations resulting from a review of Federal agencies and national private sector programs directing resources toward the education of rural girls and women, as well as from a series of consultations convened around the country. One section deals with counseling and career development. The report includes an annotated bibliography and appendices containing materials related to the study's information-gathering process.

"Feminism: Implications for Employment Counselors"

Barbara Shelton. *JOURNAL OF EMPLOYMENT COUNSELING*, September 1976, p. 116–121. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This review of the recent literature on the counseling needs of women points out the role conflicts, cultural hostility, and institutional bias that keep some women out of the labor market and cause job seeking and job adjustment problems for others. It makes suggestions for employment counselors in aiding applicants in a smooth transition from home to career.

Help Wanted: Sexism in Career Education Materials

EPIE Institute, 1975, 51 p. Available from: Women on Words and Images, Box 2163, Princeton, NJ, $2.50. This report consists of documentation of sex-role stereotyping in career educational materials for elementary and secondary levels, general advice for detecting and counteracting sexist materials, and a checklist for enriching career awareness. The report includes a bibliography and resource list.

Practical Career Guidance, Counseling and Placement for the Noncollege-bound Student: Review of the Literature

Laurie Ganshow et al. American Institutes for Research in the Behavioral Sciences, Palo Alto, CA, 1973, 199 p. Available from: EDRS,* ED 080 919, MF $0.83; HC $10.03, plus postage. This document reviews the literature for practical career guidance counseling and placement of the noncollege-bound student. It discusses women, minority students, and students from low-income families; placement services within the school; current experiments with computerization of information for counseling; counselor education; credential requirements; and personnel working with noncollege-bound students. The study includes specific recommendations.

Sex Discrimination in Guidance and Counseling. Executive Summary

Michele Harway et al. Higher Education Research Institute, Inc., Los Angeles, CA, 1976, 50 p. Available from: EDRS, ED 132 503, MF $0.83; HC $2.06, plus postage. This report reviews sex discrimination in counseling and guidance in secondary and postsecondary education. Following a review of existing research and literature and a critical discussion of the state of knowledge in this area, the report presents implications for policy and modes to implement needed changes. The primary focus is vocational guidance and counseling. The report presents implications and recommendations in the areas of socialization, self concept and sex-role attitudes, counselor training and characteristics, materials and theories, nontraditional counseling and research and legislative recommendations.

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* Items listed in the Educational Resources Information Center (ERIC) system are available in either microfiche (MF) or paper copy (HC) from the ERIC Document Reproduction Service (EDRS), Box 190, Arlington, VA 22210.

Sex Discrimination in Guidance and Counseling. Report (Volume 1)

Higher Education Research Institute, Inc., Los Angeles, CA, 1976, 325 p. Available from: EDRS, ED 132 499, MF $0.83; HC $16.73, plus postage. This report reviews sex discrimination in guidance and counseling in secondary and postsecondary education. The primary focus of the study is vocational guidance and counseling. Chapter topics include an overview of the effects of the educational system and society on the student; counselor training and the composition of the counseling profession; the effects of role and sex on counseling and counselor attitudes; and a review of counseling instruments and materials, counseling and guidance theories, and counseling outcomes in terms of sex discrimination. The last chapter ties together data from preceding sections to present preliminary conclusions and implications for legislators, researchers, institutions, and counselors.

The State of the Art of Counseling High School Girls

Peggy J. Hawley. San Diego State University, 1975, 38 p. Available from Dr. Peggy J. Hawley, Coordinator of Graduate Programs in Research, School of Education, San Diego State University, San Diego, CA 92182, $2.00. This study presents data on the life goals of high school girls and data on the extent of counselors' knowledge of women's career development. It examines the tendency to dichotomize human characteristics into male/female categories rather than viewing characteristics in terms of individual traits and abilities without sex referent. It includes tables, instruments, research questions, and references.

"Vocational Counseling for Ghetto Women with Prostitution and Domestic Service Backgrounds"

Marjorie Eltyroth. *VOCATIONAL GUIDANCE QUARTERLY*, September 1973, p. 32–38. Available from: National Vocational Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article examines the characteristics of two groups of mature (over age 25) black women in Roxbury ghetto of Boston (20 former prostitutes and 20 former domestic workers) who entered vocational training in a poverty agency during the fall of 1971. The study includes some of the counseling problems presented, the counseling approaches used, and the training outcomes. The author gives recommendations for improving the counseling, the training environment, and community support.

Models

"Career Counseling for Women: A Workshop Format"

Donald J. Cochran and Penelope M. Warren. *SCHOOL COUNSELOR*, November 1976, p. 123–137. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article outlines the life-planning workshop—a series of small group learning experiences that examine sex-role conditioning. The exercises are life line, role identification, interests and past experiences, role stripping, typical and special days, and goal setting. The author describes each exercise.

Career Exploratory for High School Women: A Model

Janice M. Birk and Mary Faith Tanney. University of Maryland, MD, 1973, 27 p. Available from: EDRS, ED 079 662, MF $0.83; HC $2.06, plus postage. This document focuses on the impact of sex-role stereotypes upon career consideration. It outlines the preparations associated with a career exploration program. The appendix indexes items used in this program, such as: the opinionnaire, profile chart, stories, and evaluation forms.

Career Guidance for Adults: Focus on Women and Ethnic Minorities. A Planning Manual and Catalog of Programs

Laurie R. Harrison. American Institutes for Research in the Behavioral Sciences, Palo Alto, CA, 1976, 230 p. Available from: EDRS, ED 124 687, MF $0.83; HC $12.71, plus postage. This document contains two major sections: a catalog of approaches to adult career planning and development, and a manual designed to facilitate use of the catalog and also to assist in planning or improving adult career guidance programs. The manual provides guidelines to determining local needs, reviewing catalog approaches for ideas, developing implementation procedures, implementing the program, and evaluating the program. The catalog section contains detailed descriptions of career guidance programs for adults grouped into four main sections: women, ethnic minorities, mid-career changers, and other target populations (rural residents, prisoners, handicapped, veterans, general adult audiences, and senior citizens and retired persons).

Exemplary Strategies for Elimination of Sex Bias in Vocational Programs. Final Report

Sheila M. Maher. Human Resources Management, Inc., Washington, DC, 1976, 69 p. Available from: EDRS, ED 133 523, MF $0.83; HC $3.50, plus postage. This report provides annotated descriptions of projects and strategies for eliminating sex bias in vocational education. Identified resources include individuals and organizations, materials, studies, and projects.

Strategies and Techniques

Cinderella and Science: Career Counseling and Girls

Mary Ellen Verheyden-Hilliard. Paper presented at the annual meeting of the American Association for the Advancement of Science, Boston, MA, February 22–23, 1977, 15 p. Available from: EDRS, ED 139 604, MF $0.83; HC $1.67, plus postage. This paper describes the need for educational and career counseling for girls and women. It explores expectations, the "Cinderella syndrome," independence, and adolescence, and identifies factors which reduce girls' aspirations and options. The document emphasizes career counseling that concerns itself with strength, independence, role model equality, and sharing.

"Counseling Black Teenage Girls"

Gloria Stevenson. *OCCUPATIONAL OUTLOOK QUARTERLY*, Summer 1975, p. 2–13. Available from: *OCCUPATIONAL OUTLOOK QUARTERLY*, US Government Printing Office, Division of Public Documents, Washington, DC 20402. Presented in three parts, this article touches first on human aspects of one person's failed aspirations; second, it defines in detail problems faced by young black women in general; and third, it outlines techniques for better counseling.

Counseling for Equal Opportunity: Conference Papers

Charles D. Moody, Sr., ed. and Mary B. Davis, assoc. ed. Program for Educational Opportunity, University of Michigan, 1977, 99 p. Available from: Program for Educational Opportunity, 1046 School of Education, University of Michigan, Ann Arbor, MI 48019, free. This document includes two papers of special interest: "Towards Reduction of Sexism: A Workshop on Counseling Strategies" by Elinor B. Waters and "The Role of the Counselor in a Sexist Society" by Alice Ida Brunner. The first article looks briefly at sex differences throughout the life cycle and then at counseling strategies appropriate at various age levels. The second article describes the author's personal commitment to feminism and its influence on her role as a counselor. Each article cites references.

Counseling Girls and Women: A Guide for Jewish and Other Minority Women. BBCCS Pamphlet Number 1023

Kenneth A. Wolkon. B'nai B'rith, Vocational Service, Washington, DC, 1973, 45 p. Available from: EDRS, ED 109 551, MF $0.83; HC $2.06, plus postage. Primarily for the counseling of Jewish women, this guide provides an overall picture of the world of work in the 1970's and offers specific information on the needs of minority groups in the counseling setting. The pamphlet presents conclusions from research on Jewish women, especially as these conclusions help counselors better understand this minority group. It includes a comprehensive bibliography as well as a list of women's causes, committees, and professional associations.

Counseling Girls and Woman over the Lifespan

Esther E. Matthews, S. Norman Feingold, Jane Berry, Bettina Weary, and Leona E. Tyler. American Personnel and Guidance Association, 1972, 96 p. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009, $3.25 prepaid. This monograph is the result of a workshop of the same name. The document develops and promotes awareness, understanding, and knowledge needed by the counselor to assist girls and women in utilizing their potential in the world of work. The eight chapters are: "Life Stages and the Development of Sex Differences in Girls and Women"; "Infancy, Childhood, and Pre-Adolescence"; "Adolescence and Young Adulthood"; "Mature Adulthood and Old Age"; "Counseling Women in the New Morality"; "A Job Choice of One's Own"; "Educational Innovation and an Era"; and "Counseling Girls and Woman in the Year 2000."

Expanding Opportunities for Girls: Their Special Counseling Needs

Women's Bureau, 1970, 4 p. Available from: Women's Bureau, Wage and Labor Standards Administration, US Department of Labor, Washington, DC 20210, free. This brochure describes the changing social patterns which have resulted in increased female labor force participation. It discusses the educational counseling necessary to develop a woman's talents for a rewarding career.

Facilitating Career Development for Girls and Women

Elaine House and Mildred Katzell, eds. National Vocational Guidance Association, 1975, 112 p. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009, $4.00 prepaid. This monograph is a collection of papers presented at a 1973 workshop on the career development of women and girls. It discusses diminishing career barriers, expanding career options for women, and young children's perceptions of occupational roles.

"A Framework for Counseling Women"

Nancy K. Schlossberg. *PERSONNEL AND GUIDANCE JOURNAL*, October 1972, p. 137–143. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article presents a practical and philosophical framework for counseling women within a context of social change. The framework includes two stages of vocational decision-making: the exploratory or anticipatory stage and the implementation stage. The author gives examples of how this model can be applied to women entering school and the labor force at varying ages.

"Gay Students"

Harry J. Canon. *VOCATIONAL GUIDANCE QUARTERLY*, March 1973, p. 181–185. Available from: National Vocational Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article discusses the need for career counselors to reevaluate their personal attitudes toward gay individuals, increase their knowledge of the experiences of lesbians and gay men, and consider the role of advocate for young homosexuals seeking employment.

New Career Options for Women: A Counselor's Sourcebook

Helen S. Farmer and Thomas E. Backer. Human Interaction Research Institute, Los Angeles, CA, 1977. Available from: Human Sciences Press, 75 75 Fifth Ave., New York, NY 10011, $16.95. This book complements current literature dealing with the vocational counseling of women. It gives particular attention to certain subgroups of women including reentry women, black women, widows, and divorcees. The book also provides suggestions for bias-free counseling procedures and includes a list of references, appendices, subtopic titles, charts, and tables.

Personalizing Occupational Freedom for Girls and Women

Esther E. Matthews. Proceedings of the Rutgers Guidance Conference, October 21, 1970. Rutgers, The State University, New Brunswick, NJ, 48 p. Available from: EDRS, ED 075 734, MF $0.83; HC $2.06, plus postage. This conference report addresses some of the salient issues related to the occupational status of women in American society. The document includes the comments of a panel of reactors consisting of a female attorney, housewife, female engineering student, female personnel manager, and a male professor. The proceedings include remarks from the question and answer session following the reactors.

Special Topics in Counseling: Counseling Women

Barbara Cook and Beverly Stone. Houghton Mifflin Co., 1973, 114 p. Available from: Houghton Mifflin Co., Two Park St., Boston, MA 02107, $2.60. This book is an overview containing a historical perspective on women's roles, a discussion of the modern feminist movement, and a look at how masculine and feminine roles are learned. The two final chapters concern the vocational development of women and girls in a changing society and how counselors can facilitate positive changes in women's societal roles. It includes a bibliography.

Theories of Career Development

Samuel H. Osipow. Appleton-Century-Crofts, 1968, 259 p. Available from Appleton-Century-Crofts, 292 Madison Avenue, New York, NY 10017. This book attempts to describe and evaluate various theoretical conceptions about career develoment, to look at relevant research, to synthesize and integrate the variety of approaches that currently exist and assess their usefulness in counseling. References are cited at the end of each chapter.

"Toward a Nonsexist Approach to Career Counseling"

Jan E. Kilby and Cheryl Whited. *TEXAS PERSONNEL AND GUIDANCE JOURNAL*, September 1975, p. 76–82. Available from: Texas Personnel and Guidance Association, NT Station Box 13901, Denton, TX 76203. This article defines sexist counseling and discusses possible causes of sexist counseling. It outlines the major responsibilities of counselors and makes recommendations for eliminating sexism.

"We Are Furious (Female) But We Can Shape Our Development"

Sunny L. Hansen. *PERSONNEL AND GUIDANCE JOURNAL*, October 1972, p. 87–93. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article gives general suggestions for the realization of women's potential and deals with stereotypes reinforced by the communications and entertainment media, changing women's life patterns, and diverse career patterns from traditional nuclear family to egalitarian marriage to single parent to dichotomous career family. The article gives specific recommendations for counselors at elementary, junior, and senior high levels.

RESOURCES FOR NONSEXIST CAREER COUNSELING

BIBLIOGRAPHIES

General

Continuing Education: Reentry and the Mature Woman. Annotated Selected Resources and References

Kathy Cirksena and Fran Hereth, comps. Rita M. Costick, ed. Women's Educational Equity Communications Network (WEECN), 1977, 24 p. Available from: WEECN, Far West Laboratory for Educational Research and Development, 1855 Folsom St., San Francisco, CA 94103, $2.00 prepaid. This annotated bibliography contains 93 entries covering the following areas: overviews and bibliographies, the mature woman student, counseling resources, program development, specific reentry programs, and Women's Educational Equity Act Projects related to women's continuing education.

Women: A Bibliography on Their Education and Careers

Helen S. Astin et al. Human Sciences Press, 1971, 243 p. Available from: Human Sciences Press, 72 Fifth Ave., New York, NY 10011, $12.95. This bibliography covers several main categories: determinants of career choice, marital and familial status of working women, women in the world of work, history and economics of women at work, and the continuing education of women. The citations include developmental studies, commentaries, and policy papers.

Women: Their Education and Career Roles. An Annotated Bibliography of Selected ERIC References

Jean Barabas. ERIC-IRCD, Urban Disadvantaged Series, Number 31, 1972, 71 p. Available from: EDRS, ED 067 423, MF $0.83; HC $3.50, plus postage. Research-oriented citations cover several topics: women in society, women and counseling, women in academia, continuing education for women, career choice and development for women, and women in the world of work.

Women's Educational Equity: Annotated Selected References and Resources

Kathy Cirksena, Marilyn Fife, and Fran Hereth, comp. Rita M. Costick, ed. Women's Educational Equity Communications Network (WEECN), 1977, 24 p. Available from: WEECN, Far West Laboratory for Educational Research and Development, 1855 Folsom St., San Francisco, CA 94103, $2.00 prepaid. This annotated bibliography includes 86 entries in four sections: books, reports, and bibliographies; journals; newsletters/resource publications; and library collections. Subsections contain materials relevant to elementary and secondary education, higher education, continuing education, and vocational/career education.

Career Education/Counseling

An Annotated Bibliography of Career Discovery and Career Development Articles for the High School: 1971–1973

Thomas T. Mortier, comp. Washington State Board for Vocational Education, Olympia, WA, 1973, 71 p. Available from: EDRS, ED 117 302, MF $0.83, plus postage; HC not available from EDRS. This annotated bibliography cites 138 career discovery and development documents (26 books, 31 journals, and 81 unpublished materials) under the headings of:

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK, Far West Laboratory for Educational Research & Development, 1855 Folsom St., San Francisco, CA 94103, January 31, 1978.

general information and background; philosophy, rationale, and professional development; curriculum; career guidance; minorities, women, and the disadvantaged; programs, projects, and models of career development; and research and evaluation.

Bibliography for Career Changers

Gurley Turner, comp. Catalyst, 1977, 2 p. Available from: Catalyst, 14 East 60th St., New York, NY 10022. $0.50. This bibliography contains 22 entries exploring career alternatives which provide general information on determining individual goals, skills, and interests as well as specific assistance on pursuing new career directions.

Career Counseling: New Perspective for Women and Girls

Business and Professional Women's Foundation, 1972, 44 p. Available from: Business and Professional Women's Foundation, 2012 Massachusetts Ave. NW, Washington, DC 20036, $0.50. This bibliography contains a section on research materials concerning counseling and occupational choice and a section for specific careers—where they can be found, and how to go about getting jobs. It includes citations on books, pamphlets, reports, theses, articles, and microfilms.

A Resource List for Nonsexist Education

Judy Cusick, comp. The Resource Center on Sex Roles in Education, 1976, 39 p. Available from: National Educational Association Order Dept., Academic Bldg., Saw Mill Rd., West Haven, CT 06516, $0.75. This publication contains information on sexism in education, women in society, resources for nonsexist instruction, resources for nonsexist guidance and counseling, trade books for children and early adolescents, government documents, and resource lists and bibliographies.

Rural America: Career Guidance Resources: A Handbook of Resource Abstracts—Grades K–14

Karen S. Kimmel, Harry N. Drier, et al. The Center for Vocational Education, 1977, 339 p. Available from: The Center for Vocational Education, CVE Publications, The Ohio State University, 1960 Kenny Rd., Columbus, OH 43210, document number RO 11843, $16.60. Each abstract in this handbook includes information on grade level, application to special populations (women, minorities, and exceptional students), characteristics of the document (e.g., printed, audiovisual), career guidance and counseling domains (e.g., program assessment, objectives), program processes (e.g., career planning and decision making), program techniques, and program support. An individual chapter identifies career education programs around the country and provides names and addresses of the appropriate contact person.

Sex Discrimination in Guidance and Counseling

Michele Harway et al. Higher Education Research Institute, Los Angeles, CA, 1976, 177 p. Available from; EDRS, ED 132 500, MF $0.83; HC $10.03, plus postage. This extensively annotated bibliography contains 167 items of primarily post 1970 material relating to counseling, sex discrimination, and education in general.

Employment

Bibliography on Job Sharing

New Ways to Work. 1976, 13 p. Available from: New Ways to Work Publications, 457 Kingsley Ave., Palo Alto, CA 94301, $2.00 plus $0.50 postage and handling. This bibliography provides information on flexible time patterns and alternative work arrangements related to work life issues. New Ways to Work, a nonprofit, work resource center serving organizations and individuals, publishes additional materials including *A Booklet of General Information about Job Sharing* ($2.00 plus $0.50 postage and handling) and *Affirmative Action and Its Influence in Changing Employment Patterns and Practices* ($1.25 plus $0.50 postage and handling).

The Emerging Role of Mature Women, Basic Background Data in Employment and Continuing Education: A Selected Annotated Bibliography Primarily of Free and Inexpensive Materials

Anna Elkin. Federation Employment and Guidance Service, Federation of Jewish Philanthropies of New York, 1972, 27 p. Available from: Federation Employment and Guidance Service, 215 Park Ave. South, New York, NY 10003, $2.00, five or more copies, $1.50 prepaid; or EDRS, ED 123 415, MF $0.83; HC $2.06, plus postage. This bibliography contains about 100 items related to women as workers. The citations include studies of educational opportunities and problems affecting women's vocational adjustment, statistical surveys of worker characteristics, and bibliographies.

Job Hunting

Catalyst, 1977, 3 p. Available from: Catalyst, 14 East 60th St., New York, NY 10022, $0.75. This bibliography contains 41 entries for women seeking employment. The publication citations include print resources in areas such as resume writing, job hunting "secrets and tactics," completing job application forms, and exploring part-time and summer employment.

New Career Options for Women: A Selected Annotated Bibliography

Ann T. Phelps, Helen S. Farmer, and Thomas E. Backer. Human Interaction Research Institute, Los Angeles, CA, 1977, 144 p. Available from: Human Sciences Press, 75 Fifth Ave., New York, NY 10011, $9.95. This publication contains entries on women at work in a variety of settings, opportunities for continuing education and training, sex bias and counseling, and counseling methods and techniques. A section on special issues includes citations on such topics as "Does the Working Mother Hurt Her Children?" and "Achievement Motivation."

Rural Women Workers in the 20th Century: An Annotated Bibliography. Center for Rural Manpower and Public Affairs Special Paper Number 15

Catalyst, 1977, 6 p. Available from: Catalyst, 14 East 60th St., New York, NY 10022, $1.50. This bibliography contains over 80 citations on women reentering the educational system and/or the labor force. Entries include guidebooks, research reports, journal and popular magazine articles, and other documents.

Returning Women: To Work and School

Collette Moser and Deborah Kohn Johnson. Michigan State University, Center for Rural Manpower and Public Affairs, East Lansing, MI, 1973, 70 p. Available from: EDRS, ED 100 570, MF $0.83; HC $3.50, plus postage. This annotated bibliography, dedicated to rural women workers and their roles during the 20th century (1875–1971), includes materials on rural manpower and rural womanpower. It includes a variety of source materials (e.g., books, articles, research papers) and over 300 entries. Divided into six sections, the categories are "Investment in Human Resources," "Labor Force Participation," "Problem Areas," "Organizations," "General Aspects," and "International Trends."

Women at Work: An Annotated Bibliography. Volume I

Mei Liang Bickner. University of California, 1975, non-paginated. Available from: University of California, Institute of Industrial Relations, 9244 Bunch Hall, Los Angeles, CA 90024, $6.50. Covering resources from 1960 through summer 1973, this approximately 650-item bibliography indexes annotations by author, title, category, and key word. It divides the entries into the following areas: general, historical development, education and training, working women, occupations, special groups of women, public policy, and bibliographies.

Women at Work: Annotated Bibliography. Volume II

Mei L. Bickner and Marlene Shaughnessey. University of California, 1977, non-paginated. Available from: University of California, Institute of Industrial Relations, 9244 Bunch Hall, Los Angeles, CA 90024, $7.00. This approximately 600-item bibliography, covering materials from fall 1973 through 1977, indexes annotations by author, title, category, and key word. It divides the entries into the following areas: general, historical

development, education and training, working women, occupations, special groups of women, public policy, and bibliographies.

Nontraditional Occupations/ Vocational Education

Dimensions on Women's Employment in Nontraditional Female Occupations: A Selected Bibliography

Martha Wingard Tack and Deborah Taylor Ashford. Bureau of Occupational and Adult Education, Washington, DC, 1975, 85 p. Available from: EDRS, ED 123 490, MF $0.83; HC $4.67, plus postage. This bibliography contains materials which focus on women's experiences in occupations traditionally filled by men. It includes all occupations except those related to homemaking, nursing, elementary and secondary education, and stenography. It contains entries on books, articles, pamphlets, and theses.

Resources on Eliminating Sex-Role Stereotyping in Vocational Education

The Center for Vocational Education, 1977, 4 p. Available from: The Center for Vocational Education, The Ohio State University, 1960 Kenny Rd., Columbus, OH 43210, free. This annotated publication lists state and local projects, reports and products, organizations, bibliographies, and nonprint materials pertaining to women and vocational education.

Sex Stereotyping and Occupational Aspirations: An Annotated Bibliography. Bibliography Series Number 29

Anne E. Stakelon and Joel H. Magisos, comps. The Center for Vocational Education, 1975, 49 p. Available from: EDRS, ED 118 926, MF $0.83; HC $2.06, plus postage. This publication is a collection of abstracts on the concept of sex stereotyping/vocational education or occupational aspiration. There are 122 abstracts in the publication, and they organize under the following headings: "ERIC Report Literature," "AIM/ARM Report Literature," "Journal Articles," and "Projects in Progress."

Women in Nontraditional Occupations: A Bibliography

US Department of Health, Education, and Welfare, Bureau of Occupational and Adult Education, Washington, DC, 1976, 189 p. Available from: EDRS, ED 133 460, MF $0.83; HC $10.03, plus postage. This bibliography includes overview materials, materials on women in nontraditional skilled/vocational and professional occupations, resources for additional information, and sources for materials.

RESOURCE PUBLICATIONS

College/Career Guides

Catalyst Publications

Education Opportunities Series. Career Opportunities Series. Self-Guidance series. Available from: Catalyst, 14 East 60th St., New York, NY 10022, Educational Opportunities Series $0.90 each; Career Opportunities Series $1.25 each; Self-Guidance Series $1.75 each; complete set includes display unit $45.00. Catalyst, a national nonprofit organization that helps women choose, launch, and advance their careers, produces these publications. The Educational Opportunity Series includes "General Information for the Returning Student" and booklets on business administration, counseling, teaching, environmental affairs, health services, law, library science, psychology, social work, and urban planning. The Career Opportunities Series provides publications on 27 different fields including banking, data processing, engineering, and insurance. The Self-Guidance Series contains "Planning for Work" and "Your Job Campaign."

Everywoman's Guide to College

Eileen Gray. Les Femmes, 1975. Available from: Les Femmes Publishing, 321 Adrian Rd., Millbrae, CA 94030, $3.95. This handbook for women reentering higher education describes a former reentry student's personal experiences and reports a survey of other reentry women. It includes how-to sections on financial aid, academic success, and choosing a college. The publication includes resources (especially in California) and a bibliography.

A Guide to Women's Educational Opportunities in Western Colleges and and Universities

Carolyn M. Byerly. Western Interstate Commission for Higher Education, 1973, 125 p. Available from: Publications, Western Interstate Commission for Higher Education, PO Drawer P, Boulder, CO 80302, $3.00. This publication reports findings of a survey conducted with 178 western campuses on special programs, services, and innovations offered to women students. It includes a summary of available educational opportunities, funding sources, contact persons, and interinstitutional and extrainstitutional communication and cooperation. It also contains an alphabetical index of institutions.

New Career Options: A Woman's Guide

Helen S. Farmer and Thomas E. Backer. Human Interaction Research Institute, Los Angeles, CA, 1977, 60 p. Available from: Human Sciences Press, 75 Fifth Ave., New York, NY 10011, $2.95. This resource guide for women describes how to get help in planning a career or schooling, how to search for a job, and how to obtain additional information. Several listings identify relevant government and nongovernment organizations, publishing houses, and Catalyst local resource centers.

Nontraditional College Routes to Careers

Sarah Splaver. Julian Messner, Inc., New York, NY, 1975, 256 p. Available from: Simon and Schuster, Inc., One West 39th St., New York, NY 10018, $6.95. This book discusses innovations in higher education which provide college access to the nontraditional student. It includes descriptions of innovative programs nationwide. One chapter focuses on lifelong learning and continuing education; another discusses women's participation in innovative higher education and describes continuing education and reentry programs for women.

The Young Woman's Guide to an Academic Career

Marjorie J. Farnsworth. Rosen Press, 1974, 112 p. Available from: Richards Rosen Press, Inc., 29 East 21st St., New York, NY 10010, $4.80. Directed at undergraduate college women, this book discusses graduate study and pursuing a career in academia. It spells out pitfalls and rewards of graduate student life, job hunting in academia, and professional advancement as a woman academic.

Directories/Listings

Directory of Special Programs for Minority Group Members: Career Information Services, Employment, Skills Banks, Financial Aid Sources

Willis L. Johnson, ed. Garrett Park Press, 1975, 400 p. Available from: Garrett Park Press, Garrett Park, MD 20766, $9.75. This directory contains four sections, each concerning a particular kind of program or assistance. They are general employment and assistance programs, federal programs, women's programs, and college and university awards.

Recruiting Women for Traditionally "Male" Careers: Programs and Resources for Getting Women into the Men's World

Project on the Status and Education of Women. Association of American Colleges, 1977, 9 p. Available from: Project on the Status and Education of Women, Association of American Colleges, 1818 R St. NW, Washington, DC 20009, free. This resource guide contains sections on special programs (conferences, workshops, summer programs, residency programs) to encourage women to consider nontraditional careers; special materials designed for recruiting women to an institution or specific school, college, or department; resources by field (medicine and health, law, engineering and science, and math); and resources of special interest to minority women including publications and programs.

STEREO: Strategies, Techniques, and Effective Resources for Equalizing Opportunities

Deborah J. Dillon, comp. 1978, 27 p. Available from: Deborah J. Dillon, Arizona Department of Education, 1535 West Jefferson, Phoenix, AZ 85007, free. This listing of various resources from all over the United States for overcoming sex stereotyping in vocational education includes bibliographies, specific programs, newsletters, government publications, contact people and reading material. The topics cover health occupations, reentry women, counseling, and Title IX.

Selected List of Postsecondary Educational Opportunities for Minorities and Women

Carol J. Smith. US Department of Health, Education, and Welfare (DHEW), 1977, 50 p. Available from: US DHEW, Office of Education, Bureau of Higher and Continuing Education, Washington, DC 20202, free. This publication provides specific information on loans, scholarships, and fellowship opportunities and includes facts on how and where to seek general assistance in pursuing further education and career goals.

Women and Fellowships, 1976

Judith Nies. Women's Equity Action League Educational and Legal Defense (WEAL) Fund, 1976, 35 p. Available from: WEAL Fund, National Press Bldg., Washington, DC 20045, $4.00 postpaid first class or $3.50 postpaid third class mail. This publication discusses various aspects of fellowships and the pressures for change within fellowship networks. It describes application procedures and gives specific information on numerous fellowships including the Fulbright-Hays, Congressional Fellows, NASA Fellowships, Alfred P. Sloan, and Guggenheim Scholars.

Curriculum Materials

Choices and Careers—Free to Choose

Cathaleen Finley. University of Wisconsin Extension, 1977, 22 units. Available from: Cathaleen Finley, Rm. 401, Extension Bldg., 432 North Lake St., Madison, WI 53706, $2.00 for each unit. This series of study guides and outlines are for group counseling with Native-American girls and their parents. The publications discuss careers, being a special person, and being an Indian woman. Some of the materials are written by Native Americans.

Curriculum Guide and Bibliography: Reducing Sex-Role Stereotyping through Career Education

Kathy Quinn, comp. Bristol Career Education Program, Bristol, CT, n.d., 47 p. Available from: EDRS, ED 130 058, MF $0.83; HC $2.06, plus postage. This booklet contains lesson plans and bibliographies created by participants in a series of inservice workshops conducted to heighten awareness of sex-role stereotyping and its relationship to career education.

Information for Counselors on Counseling California Girls

California Commission on the Status of Women. State of California, 1973, 25 p. Available from: State of California, Documents Section, Box 20191, Sacramento, CA 95820, $1.45. This packet of materials, developed by the California Commission on the Status of Women, deals with several issues in the counseling of girls including self-concept, goals, values, and decision making. Games, discussion outlines, a booklet, and a poster comprise the packet.

Providing Career Guidance for Young Women

Pamela G. Colby. American Institutes for Research in the Behavioral Sciences and the National Consortium on Competency-Based Staff Development, Palo Alto, CA, 1976, 60 p. Available from: EDRS, ED 140 202, MF $0.83, plus postage; HC not available from EDRS. This module topic is nonbiased career guidance for young women of junior and senior high school age. The module, designed as a six-hour workshop to be run by a coordinator, contains workshop games and activities to help participants overcome personal biases and learn strategies for exploring career options.

Providing Career Guidance for Young Women. Coordinator's Guide

Pamela G. Colby. American Institutes for Research in the Behavioral Sciences and the National Consortium on Competency-Based Staff Development, Palo Alto, CA, 1976, 16 p. Available from; EDRS, ED 140 201, MF $0.83, plus postage; HC not available from EDRS. Designed for junior and senior high school settings, grades 7–12, this guide for nonbiased career guidance defines the coordinator's role in four areas: setting the tone, setting the pace, facilitating, and evaluating. It gives specific suggestions for preparing and carrying out the workshop, as well as for implementing each activity.

Providing Life/Career Planning for Women and Girls

Janice M. Birk. American Institutes for Research in the Behavioral Sciences and the National Consortium on Competency-Based Staff Development, Palo Alto, CA, 1976, 87 p. Available from: EDRS, ED 140 206, MF $0.83, plus postage; HC not available from EDRS. This module, directed toward personnel involved in women's life/career planning, including teachers, administrators, counselors, and paraprofessionals, focuses on teaching participants to facilitate free choice of careers and behaviors based on a broad range of options. The module, designed for approximately 10½ hours of workshop activities, directed by a coordinator, includes sections on "Society's Influence on Sex Role Development," "Sex Bias in Resource Materials," and "Legal Assistance for Women's Rights." It includes a variety of games, activities, and information.

Providing Life/Career Planning for Women and Girls. Coordinator's Guide

Janice M. Birk. American Institutes for Research in the Behavioral Sciences and the National Consortium on Competency-Based Staff Development, Palo Alto, CA, 1976, 14 p. Available from: EDRS, ED 140 205, MF $0.83, plus postage: HC not available from EDRS. This guide for personnel involved in women's life/career planning defines the coordinator's role in three areas: setting the tone, regulating the pace, and facilitating the discussion. It provides specific suggestions on preparing for and conducting the workshop, as well as directions for carrying out the various activities provided in the module.

Sex Fairness in Career Guidance: A Learning Kit

Linda B. Stebbins et al. Abt Associates, 1975, 265 p. Available from: Abt Publications, 55 Wheeler St., Cambridge, MA 02138, $15.00 plus $1.50 for shipping/handling. This kit contains four sections: (1) "Orientation to Sex Fairness" introduces the dual role system, discusses traditional family and occupational roles for both sexes, their antecedents and consequences, and current challenges to the system; (2) "Recommendations for a Comprehensive Sex-Fair Career Guidance Program" offers a perspective on sex fairness in the counseling process, and also discusses counseling strategies for developing counselor self-awareness for interacting with clients individually or in groups, and for working with others in the client's environment; (3) "Guidelines and Recommendations for Sex-Fair Use of Career Interest Inventories" helps counselors identify sex bias, and to minimize it in administering, reporting, and interpreting these inventories; and (4) "A Resource Guide" provides an extensive list of currently available supplementary reading and audiovisual materials, and an annotated bibliography.

Women's Lives/ Women's Work

Florence Howe et al. Feminist Press, in process. Publication date, price, and ordering information available from: The Feminist Press, Box 334, Old Westbury, NY 11568. Developed by the Women's Lives/Women's Work Project, this series contains 13 supplementary paperbacks for high school and college English and social studies curriculums. The publications illuminate the lives of women of all races and social classes. The titles include: WORKING WOMEN: STORIES AND POEMS, BLACK FOREMOTHERS: THREE LIVES, WOMEN AND SPORTS, WOMEN AND THE LAW, WOMEN HAVE ALWAYS WORKED, WOMEN WORKING AS ARTISTS, WOMEN WORKING FOR SOCIAL CHANGE, and WOMEN WORKING AS TEACHERS. Each Project book has an accompanying guide (in a Teaching Series) containing sample syllabi and illustrating the possibilities for developing new interdisciplinary women's studies courses.

MEASURING WOMEN'S CAREER INTEREST

Overviews

The Consideration of Race in Efforts to End Sex Bias

Janice Porter Gump and L. Wendell Rivers. 1973, 50 p. Available from: EDRS, ED 095 364, MF $0.83; HC $2.06, plus postage. This paper examines the need for sex fairness efforts related to measurement of vocational interests. It explores some of the technical aspects of the problem of preparing assessment instruments for minority group examinees and emphasizes the need for further work in this area.

Counseling Mature Women from Differing Cultures

Betty Lou Marple. Paper presented at the American Personnel and Guidance Association Convention, March 25–30, 1972, Chicago, IL, 14 p. Available from: EDRS, ED 067 574, MF $0.83; HC $1.67, plus postage. This paper presents a survey of the available research on the counseling of women. It incorporates the findings of a sample of women's indications about their needs, goals, attitudes, and where they received or failed to receive counseling in the educational/vocational decision-making process. The author discusses further work needed in understanding the use of the Strong Vocational Interest Blank for Women in counseling, in light of changing life styles for women.

Impact of Interest Inventories on Career Choice

Nancy S. Cole and Gary R. Hansen. Aries Corp., Minneapolis, MN, 1974, 37 p. Available from: EDRS, ED 095 370, MF $0.83; HC $2.06, plus postage. This paper discusses contemporary problems in interest measurement and examines the question of applicability to women of approaches based on men, and the questions raised by the changing socialization process of women. The authors make suggestions for future use of inventories.

Issues of Sex Bias and Sex Fairness in Career Interest Measurement

Esther E. Diamond. Aries Corp., McLean, VA, 1975, 239 p. Available from: EDRS, ED 113 609, MF $0.83; HC $12.71, plus postage. This document presents a series of papers and guidelines resulting from the National Institute of Education (NIE) Career Education Programs' study of sex bias and sex fairness in career interest inventories. The chapter topics include the impact of interest inventories on female career choice, the use and evaluation of interest inventories and simulations, technical aspects of interest measurements, the face validity of interest measures, factors affecting a client's view of interest inventories, sex bias in terms of black women, interest inventories and the mature woman, the cost of developing interest inventories, counter-based guidance systems analyses, and legal implications of sex bias in interest inventories.

The NIE Project on Sex Bias and Sex Fairness in Career Interest Measurement: Prologue and Epilogue

Esther E. Diamond. *HUMANIST EDUCATOR*, June 1976, p. 222–230. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article presents historical perspectives of sex stereotyping in career guidance as the rationale for the National Institute of Education (NIE) Projects dealing with sex discrimination in career interest measurement. It includes project description, outcomes, impact, and implications for the future.

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK, Far West Laboratory for Educational Research & Development, 1855 Folsom St., San Francisco, CA 94103, January 31, 1978.

On Measuring the Vocational Interests of Women: American College Testing Research Report

Nancy S. Cole. 1972, 16 p. Available from: EDRS, ED 060 821, MF $0.83; HC $1.67, plus postage. This paper examines the structure of women's career interests in terms of inventory scales and occupational groups, comparing the structure with the structure found for men. It suggests what inferences, if any, can be made from women's interests to the entire career spectrum.

"Reentry Women: A Selective Review of the Educational Process, Career Choice, and Interest Measurement"

Carol Kehr Tittle and Elenor Rubin Denker. *REVIEW OF EDUCATIONAL RESEARCH*, Fall 1977, p. 531–584. Available from: *REVIEW OF EDUCATIONAL RESEARCH*, 1126 16th St. NW, Washington, DC 20036. This review examines some factors related to the reentry of women to postsecondary education and draws implications for needed research. The document considers barriers and opportunities for the mature woman, current theory and research on career choice, and sex bias in interest measurement. The review concludes with implications for needed research and contains an extensive bibliography.

Sex-Role Socialization and Employment Realities: Implications for Vocational Interest Measures. ACT Research Report Number 68

Dale J. Prediger and Nancy S. Cole. American College Testing (ACT) Program, 1975, 14 p. Available from: ACT Publications, American College Testing Program, Box 168, Iowa City, IA 52240, $1.00 prepaid; or EDRS, ED 112 271, MF $0.83; HC $1.67, plus postage. This document examines methods for reporting vocational interests which do and do not reflect sex-role stereotypes. It discusses reporting and validation procedures which minimize sex stereotyping.

The Use of Interest Inventories with the Reentering Woman

Mary Ellen Verheyden-Hilliard. National Institute of Education, Washington, DC, 1974, 47 p. Available from: EDRS, ED 095 369, MF $0.83; HC $2.05, plus postage. This study reviews the relevant literature and examines critical factors affecting reentry women's access to jobs and their chances of obtaining and retaining work at a level appropriate to their capacities. The paper selects material from various inventories and discusses language, items, instructions, and interpretive materials. The document makes recommendations related to interest inventories, counselor education, and research.

Women and Educational Testing: A Selective Review of the Research Literature and Testing Practices

Carol Kehr Tittle, Karen McCarthy, and Jane Faggan Steckler. Educational Testing Service, 1974, 117 p. Available from: Publications Order Office, Educational Testing Service, Princeton, NJ 08540, $4.00. This report provides an exploratory survey of several aspects of educational testing with a view toward identifying discrimination against women. The review considers various technical and user materials as well as test development practices in terms of the reinforcement of sex-role stereotypes and the restriction of individual choice. The appendix includes an 89-entry annotated bibliography.

Research Utilizing Individual Test Instruments

"Comparative Impact of the SCII and the Vocational Card Sort on Career Salience and Career Exploration of Women"

Jackqueline Fribush Cooper. *JOURNAL OF COUNSELING PSYCHOLOGY*, July 1976, p. 348–352. Available from: American Psychological Association, 1200 17th St. NW, Washington, DC 20036. This article examines the effects of the Strong-Campbell Interest Inventory (SCII), the Vocational Card Sort, and the Auxiliary Informative Material in relation to the number and type of career options women considered, the frequency and variety of information-seeking behaviors, career salience, and satisfaction with the career exploration experience.

Construct Validity of the Strong-Campbell Interest Inventory and the Vocational Interest Inventory among College Counseling Clients. Report 76-13

Patricia W. Lunneborg. University of Washington, Educational Assessment Center, Seattle, WA, 1976, 22 p. Available from: EDRS, ED 126 137, MF $0.83; HC $1.67, plus postage. This paper reports the results of a study of 150 male and 150 female college counseling clients, who were administered two interest inventories. The document reports the degree of vocational interest in traditionally male-stereotyped and female-stereotyped occupational areas.

"Extending Holland's Theory to Adult Women"

David W. Harvey and Richard W. Whinfield. *JOURNAL OF VOCATIONAL BEHAVIOR*, April 1973, p. 115–127. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, Academic Press, Inc., 111 Fifth Ave., New York, NY 10003. This study reports the findings of a correlative analysis between scores on Holland's Vocational Preference Inventory (VPI), which measures six styles, and selected scales on four criterion tests predicted in advance to be related to the VPI.

"Holland's Theory of Careers Applied to Women and Men: Analysis of Implicit Assumptions"

Dale J. Prediger and Gary R. Hanson. *JOURNAL OF VOCATIONAL BEHAVIOR*, April 1976, p. 167–182. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, Academic Press, Inc., 111 Fifth Ave., New York, NY 10003. This research study reports the degree to which women and men pursuing the same occupations have the same personality pattern. It especially explores that relationship in nontraditional occupations.

"Measuring Women's Interests Using Holland's Vocational Classification"

Shoshana Feldman and Elchanan I. Meir. *JOURNAL OF VOCATIONAL BEHAVIOR*, December 1976, p. 345–352. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, Academic Press, 111 Fifth Ave., New York, NY 10003. This article reports a study of 322 female students and 167 working females in Israel who took a Hebrew interest inventory based on Holland's vocational classification. The publication reports the correlation between interest scores in a field and involvement in that same field.

"Sex Stereotyping in Interest Items: Occupational Titles versus Activities"

Lenore W. Harmon and Frances L. Conroe. *MEASUREMENT AND EVALUATION IN GUIDANCE*, January 1976, p. 215–220. Available from: American Personnal and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article reports research on whether either occupational title or occupational activity items elicit more responses based on sexual stereotypes about "appropriate" occupational behavior. The publication describes the results of a study of 16 female and 41 male undergraduate and graduate students who completed the Strong-Campbell Interest Inventory (SCII) under "typically masculine" and "typically feminine" instructions.

"Transferability of a Role-Oriented Interest Inventory from Men to Women in Church-Related Occupations"

Sam C. Webb. *JOURNAL OF VOCATIONAL BEHAVIOR*, December 1974, p. 347–356. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, Academic Press, Inc., 111 Fifth Ave., New York, NY 10003. This article considers using the Inventory of Religious Activities of Interests and the extensive data for men associated therewith in the counseling of women who may be interested in entering occupations related to the Protestant Church.

Guidelines for Nonsexist Use of Career Interest Measures

"Exploring Interests: A Nonsexist Method"

Cindy Rice Dewey. *PERSONNEL AND GUIDANCE JOURNAL*, January 1974, p. 311–315. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This publication describes the Nonsexist Vocational Card Sort for use in counseling both women and men. The article explores the technique which offers the same vocational alternatives to both men and women and neutralizes the gender of the occupational titles.

"Guidelines for the Assessment of Sex Bias and Sex Fairness in Career Interest Inventories"

MEASUREMENT AND EVALUATION IN GUIDANCE, April 1975, p. 7–11. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article presents some guidelines on which to base a decision concerning the extent to which an interest inventory is sex biased.

Minimizing Sex Bias in Interest Measurement through the Context of Testing and Interpretive Materials

Paper presented at the Annual Meeting of the American Personnel and Guidance Association, New Orleans, April, 1974, 10 p. Available from: EDRS, ED 097 361, MF $0.83; HC $1.67, plus postage. This document contains guidelines designed to minimize sex bias in interest measurement. They are classified and discussed in three categories: guidelines intended to inform the test user of possible factors influencing a sex-biased response on interest inventories; guidelines intended to eliminate overt sex bias through modifying language and examples presented in interpretive materials; and guidelines intended for research, examining the context of testing and recommending orientation sessions to help respondents examine sex-role stereotypic sets toward activities and occupations.

Reducing Sex Bias: Factors Affecting the Client's View of the Use of Career Interest Inventories

Janice M. Birk. Aries Corp., Minneapolis, MN, 1974, 49 p. Available from: EDRS, ED 095 367, MF $0.83; HC $2.06, plus postage. This document reviews research related to the issues of sexual bias in the use of interest inventories, particularly from the client's view of the career exploration process. The paper includes recommended changes for manuals and interpretive materials, aimed at maximizing the counselor's effective use of interest inventories on the client's behalf.

CAREER COUNSELING AND MINORITY WOMEN

Career Education/Training Programs

Career Guidance for Adults: Focus on Women and Ethnic Minorities. A Planning Manual and Catalog of Programs

Laurie R. Harrison. American Institutes for Research in the Behavioral Sciences, Palo Alto, CA, 1976, 230 p. Available from: EDRS, ED 124 687, MF $0.83; HC $12.72, plus postage. This document contains two major sections: a catalog of viable approaches to adult career planning and development, and a manual designed to facilitate use of the catalog and also to assist in planning or improving adult career guidance programs. The manual provides guidelines to determining local needs, reviewing catalog approaches for ideas, developing implementation procedures, implementing the program, and evaluating the program. The catalog section contains detailed descriptions of career guidance programs for adults grouped into four main sections: women, ethnic minorities, mid-career changers, and other target populations (rural residents, prisoners, handicapped, veterans, general adult audiences, and senior citizens and retired persons).

Effects of a Bilingual Bicultural Career Guidance Project on the Occupational Aspirations of Puerto Rican Adolescents

Reyko Ruth Shiraishi. 1975, 186 p. Available from: Xerox University Microfilms, Box 1764, Ann Arbor, MI 48106, order number 75-20, 932, microfilm $7.50, xerography $15.00. This paper describes a career guidance project on occupational aspirations of bilingual/bicultural Puerto Rican male and female adolescents. The experimental treatment utilized role modeling techniques, field trips, and group discussions. The document reports the findings and outlines the effects of the project on the girls and on the boys.

Improving Employment Possibilities for Female Black Teenagers in New York City. Final Report

Hylan Lewis, et al. Metropolitan Applied Research Center, Inc., and Northside Center for Child Development, New York, NY, 1976, 262 p. Available from: EDRS, ED 130 032, MF $0.83; HC $14.05, plus postage. This report describes a project which tested the effect of sponsored peer group interaction and reports on the job behavior and orientation to work of young black women in New York City. It outlines the work of peer group aides and staff of the Careers Project at Northside Center for Child Development.

The Needs of the Spanish Speaking Mujer (Woman) in Woman-Manpower Training Programs

Anna Nieto-Gomez, 1974, 10 p. Available from: Chicano Studies Library, 3408 Dwinelle, University of California, Berkeley, CA 94720, $0.75 for xerox copy. This paper gives recommendations in the areas of research, curriculum development, supportive services, staff development, and strategies for affirmative action related to woman-manpower programs and the economic needs of Spanish-speaking women.

Counseling Resources

Choices and Careers: Free to Choose

Cathaleen Finley. University of Wisconsin Extension, 1977, 22 units. Available from: Cathaleen Finley, Rm. 401, Extension Bldg., 432 North Lake St., Madison, WI 53706, $2.00 for each unit. This series of study guides and outlines are for group counseling with Native American girls

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and their parents. The units discuss careers, being a special person, and being an Indian woman. Some of the materials are written by Native Americans.

"Counseling Black Teenage Girls"

Gloria Stevenson. *OCCUPATIONAL OUTLOOK QUARTERLY*, Summer 1976, p. 12–13. Available from: US Government Printing Office, Division of Public Documents, Washington, DC 20402. Presented in three parts, this article touches first on numan aspects of one person's failed aspirations; second, it defines in detail problems faced by young black women in general; and, third, it outlines techniques for better counseling.

Counseling Girls and Women: A Guide for Jewish and Other Minority Women. BBCCS Pamphlet Number 1023

Kenneth A. Wolkon. B'nai B'rith, Vocational Service, Washington, DC, 1973, 45 p. Available from: EDRS, ED 109 551, MF $0.83; HC $2.06, plus postage. Primarily for the counseling of Jewish women, this guide provides an overall picture of the world of work in the 1970's and offers specific information on the needs of minority groups in the counseling setting. It presents conclusions from research on Jewish women, especially as these conclusions help counselors better understand this minority group. The pamphlet includes a comprehensive bibliography, as well as a list of women's causes, committees, and professional associations.

Counseling Mature Women from Differing Cultures

Betty Lou Marple. Paper presented at the American Personnel and Guidance Association Convention, March 25–30, 1972, Chicago, IL, 14 p. Available from: EDRS, ED 067 574, MF $0.83; HC $1.67, plus postage. This paper presents a survey of the available research on the counseling of women. It incorporates the findings of a sample of women's indications about their needs, goals, attitudes, and where they received or failed to receive counseling in the educational/vocational decision-making process. The author discusses further work needed in understanding the use of the Strong Vocational Interest Blank for Women in counseling, in light of changing life styles for women.

Selected List of Postsecondary Education Opportunities for Minorities and Women

Carol J. Smith. US Department of Health, Education, and Welfare (DHEW), 1977, 50 p. Available from: US DHEW, Office of Education, Bureau of Higher and Continuing Education, Washington, DC 20202, free. This publication provides specific information on loans, scholarships, and fellowship opportunities and includes facts on how and where to seek general assistance in pursuing further education and career goals.

Seven Steps to Finding Your Place in the World of Work: A Guide for Jewish and Other Minority Youth. Pamphlet Number 1015

Irving Eisen. B'nai B'rith, Vocational Service, Washington, DC, 1971, 33 p. Available from: EDRS, ED 103 602, MF $0.83; HC $2.06, plus postage. This booklet contains a section on the psychology of motivation which is intended to clarify the importance of "placement readiness." It identifies seven steps relevant to the job-finding process, and organizes the information with a view toward making it easier for the reader to repeat the process each time it becomes necessary to seek a new and better job. The guide explores the special aspects of job hunting for minority groups and women, and how to handle problems if they arise. The final section on change emphasizes the relationship between true success on the job, openness to a changing world, and skill in finding a new job whenever the situation arises.

The Consideration of Race in Efforts to End Sex Bias

Janice Porter Gump and L. Wendell Rivers. 1973, 50 p. Available from: EDRS, ED 095 365, MF $0.83; HC $2.06, plus postage. This paper examines the need for sex fairness efforts for minority women related to measurement of vocational interests. It explores some of the technical aspects of one problem of preparing assessment instruments for minority group examinees and emphasizes the need for further work in this area.

"Educational and Occupational Choices of Black and White, Male and Female Students in a Rural Georgia Community"

Paul Kelly and C. Ray Wingrove. *JOURNAL OF RESEARCH AND DEVELOPMENT IN EDUCATION*, Fall 1975, p. 45–56. Available from: *JOURNAL OF RESEARCH AND DEVELOPMENT IN EDUCATION*, G-3 Aderhold Building, University of Georgia, Athens, GA 30602. This publication describes the results of a study of children's occupational choice making in an integrated rural school near Atlanta. The article discusses the findings obtained from questionnaires of 1344 white students and 361 black students in grades six through twelve.

"The Effect of Sex, Predominant Socioeconomic Class, and School Climate on Expectations of Success among Black Students"

John E. Teahan. *THE JOURNAL OF NEGRO EDUCATION*, Spring 1974, p. 245–255. Available from: *THE JOURNAL OF NEGRO EDUCATION*, Howard University, Bureau of Educational Research, Washington, DC 20001. In this study students in grades five through eleven in black schools of the Catholic school system of a large industrial Midwestern city were asked to list the two occupations in which they would most like to engage when they had finished school. It includes an analysis of goals with sex and socioeconomic status considered.

Ethnic Group Identity and Occupational Status Projections of Teenage Boys and Girls: Mexican American, Black, Native American, and Anglo Youth

New Mexico State University, University Park; ERIC Clearinghouse on Rural Education and Small Schools; Texas A and M University, College Station, and Texas Agricultural Experiment Station, 1976, 64 p. Available from: EDRS, ED 121 499, MF $0.83; HC $3.50, plus postage. This paper reports the results of a study to determine the extent to which ethnic variability existed in reference to male and female occupational aspirations, occupational expectations, and anticipatory goal deflection. The study presents data derived from surveys of rural high school sophomores.

"Further Data on Key Influences of Occupational Expectations among Minority Youth"

Nathaniel J. Pallone, Robert B. Hurley, and Fred S. Rickard. *JOURNAL OF PSYCHOLOGY*, Spring 1973, p. 484–485. Available from: *JOURNAL OF PSYCHOLOGY*, Journal Press, Commercial St., Provincetown, MA 02657. This article reports the results of a study of Puerto Rican, black, and white high school females from working-class families to determine which of nine specific key figures influenced their selection of occupations they expect to hold as adults.

Motivational and Personality Factors Related to Career Goals of Black College Women. Final Report

Martha T. Mednick. Howard University, Washington, DC, 1973, 135 p. Available from: EDRS, ED 081 408, MF $0.83; HC $8.69, plus postage. This study explores the innovativeness of the career goals of black college women as related to selected background, attitudinal, and motivational factors.

"Socialization and Career Orientation among Black and White College Women"

Barbara F. Turner and Joanne Hammar McCaffrey. *JOURNAL OF VOCATIONAL BEHAVIOR*, December 1974, p. 7–19. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, Academic Press, Inc., 111 Fifth Ave., New York, NY 10003. This study of career orientation among black and white college women discusses hypotheses derived from Rotter's Social Learning Theory. It categorizes antecedents of career expectations as internal, external, or neutral.

Vocational Interests of Black College Women

Richard D. Grosy and Catherine D. Joseph. 1973, 17 p. Available from: EDRS, ED 075 731, MF $0.83; HC $1.67, plus postage. This investigation attempts to determine the different vocational interest patterns of black college women and white college women, utilizing the Strong Vocational Interest Blank for Women.

Professional/Occupational Involvement

"Black Women in the Professions, 1890–1970"

Marion Kilson. *MONTHLY LABOR REVIEW*, May 1977, p. 38–41. Available from: *MONTHLY LABOR REVIEW*, Box 353, La Plata, MD 20646. The author presents the status of black women in the professions from an historical and current perspective. The data on black women professionals is compared to that of black professionals, women professionals, and all professionals, 1890–1970.

"Changing Labor Force Participation of Mexican Wives: A Comparison with Anglos and Blacks

Rosemary Santora Cooney. *SOCIAL SCIENCE QUARTERLY*, September 1975, p. 252–261. Available from: *SOCIAL SCIENCE QUARTERLY*, University of Texas Press, Box 7819, Austin, TX 78712. This study analyzes data for the 1960 and 1970 census on married, spouse present, females between the ages of 14–54 living in Arizona, California, Colorado, New Mexico, and Texas. These data indicate significant changes in the Mexican-American family in the last decade.

The Double Bind: The Price of Being a Minority Woman in Science

Shirley Mahalay Malcolm et al. Report of a Conference of Minority Women Scientists, Arlie House, Warrenton, VA, 1976, 80 p. Available from: American Association for the Advancement of Science, 1515 Massachusetts Ave. NW, Washington, DC 20005; or EDRS, ED 130 851, MF $0.83; HC $4.67, plus postage. This report summarizes a conference of thirty minority women in science, engineering, medicine, and dentistry. In addition to a general discussion of the conference and the conferees, the report discusses the following topics with respect to the experiences of the minority women scientists: the precollegiate experience, collegiate and professional education, career experience, and the diversity of race and culture. The document includes recommendations, programs, and conclusions.

"Nine Profiles of Black Womanhood"

EBONY, Special Issue on "The Black Woman," August 1977, p. 69. Available from: *EBONY*, Johnson Publishing Co., Inc., 820 South Michigan Ave., Chicago, IL 60605. Profiles of nine different black women compose this article. They include a career woman single parent, a farm wife and mother, a labor union executive, a senior citizen, a Hollywood actress, a factory worker, a US military officer, a model, and a fashion director. Each profile gives insight into the woman's history and current lifestyle and includes photographs and quotes. Other articles in this issue are "Women in Government," "The Professional Women," and "The Creative Woman."

Pathways to Work: Unemployment among Black Teenage Females

Phyllis A. Wallace. Manpower Administration, US Department of Labor, Washington, DC, 1974, 111 p. Available from: Lexington Books, DC Heath and Co., 125 Spring St., Lexington, MA 02173, $12.50. This report describes an exploratory study on unemployment among black teenage females in two urban poverty neighborhoods in New York City (Harlem

and Bedford-Stuyvesant) conducted by the Metropolitan Applied Research Center during 1970–71. The book identifies factors affecting employment and includes recommendations on job development and placement, support and guidance for the peer group and family, community participation (school system, day care, manpower agencies), and employer involvement.

"What's a Nice Girl like You Doing in a Place like This?"

EBONY, June 1977, p. 103–104. Available from: *EBONY*, Johnson Publishing Co., Inc., 820 South Michigan Ave., Chicago, IL 60605. This article looks at black women working in traditionally male occupations: e.g., security guard, attorney, investigator, construction worker, prizefighter, bus driver, hot press operator, and sales representative. It includes photographs of the women on the job and quotes from interviews with them.

"Women and Minority Scientists"

Betty M. Vetter. *SCIENCE*, September 1975, p. 751. Available from: American Association for the Advancement of Science, 1515 Massachusetts Ave. NW, Washington, DC 20005. This article offers statistics on the numbers of women and members of minority groups in the sciences. It suggests the incentives women and members of minority groups must be given if they are to be encouraged in scientific careers.

"Women, Minorities Underutilized in Science"

CHEMICAL AND ENGINEERING NEWS, April 1977, p. 15, 22. Available from: American Chemical Society, 1155 16th St. NW, Washington, DC 20036. This article reports statistics on women and minorities in science, and discusses the percentage of women scientists and engineers in the labor force in 1974, and the percentage of male and female scientists in 1974 from minority groups.

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- *Nonsexist Career Counseling for Women: Annotated Selected References and Resources, Part I*, 1978. Provides resources on counselor training and professional development, counseling resources, career interest measurements and minority women.
- *Nonsexist Career Counseling for Women: Annotated Selected References and Resources, Part II*, 1978. Provides resources on women and work, women in specific occupations and professions, and programs related to women's career preparation/training.

Also available:

- *Resources in Women's Educational Equity, Volume I*, 1977. Contains abstracts of instructional and training materials, program descriptions, evaluative studies, and bibliographies. Available from: Superintendent of Documents, GPO, Washington, DC 20402, order no. 017-080-01820-9, $5.00 prepaid.

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